

# Tuition Reimbursement Accounts

Attract top talent with education assistance.

Directly investing in employee development through tuition reimbursement sends a strong message to prospective hires about your organization's culture and values. It also helps to boost current employee engagement, retaining employees for a longer tenure than organizations without this benefit.

## Beyond a degree

With greater knowledge comes better performance which often leads to increased productivity. Your organization receives more value from employees gain skills, whether "soft" skills like critical thinking or communication, or job-specific skills related to a particular degree or program.

## Tax Savings

Under Internal Revenue Code Section 127, employers can deduct up to \$5,250 per employee for tuition reimbursements made through qualified education assistance programs (EAPs).

## Seamless experience

We offer a streamlined, efficient experience for both employers and employees, for managing tuition reimbursement.

Our robust portal provides a seamless experience for consumers to view balances and submit tuition expenses online. All of their accounts are viewable in one place.



[Learn more](#)

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## The advantage of MMA

The rapid pace of federal and state regulatory changes is increasing, leaving employers and their already-stretched human resources teams scrambling to keep up with the latest information, rules, and requirements—resulting in confusion, frustration, and risk. There are more than nine types of spending and reimbursement accounts in the marketplace with nuances that vary from claim processing, discrimination testing and IRS updates, to name a few. Our specialists provide services you can count on:

- In-house resources including service managers, employee advocates, ERISA attorneys, and compliance specialists;
- Robust employer/participant portal and mobile app with real-time access to account information including account summary, claims history, and tracking, and print version of notices and letters;
- Daily claims management for fast reimbursement;
- 24/7 Participant IVR System for Frequently Asked Questions, and Participant-focused Call Center;
- Service Guarantees;
- Real-time access to account information including account summary, payment history, paid-to dates, and print version of notices and letters.



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# Your future is limitless.<sup>SM</sup>

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